United Nations ST/IC/2011/3

Secretariat

4 Jan.

Information circular*

To: Members of the staff**

From: The Under-Secretary-General for Management

Subject: **After-service health insurance: eligibility for subsidy to contributions to Medicare**

1. The purpose of the present circular is to inform staff members of the eligibility and other conditions for a subsidy related to participatory contributions in Medicare Part B, a component of the Medicare national health insurance programme administered by the United States of America. This circular complements administrative instruction ST/AI/2007/3 and applies primarily to United States citizens and United States permanent residents.

Section I
Eligibility

2. All former staff members and dependents (including surviving spouses and eligible dependent children) who are enrolled as participants in the after-service health insurance and who qualify for participation in Medicare will receive a subsidy equal to 100 per cent of their contribution towards participation in Medicare Part B as of 1 January 2011, subject to the following conditions:

(a) Those after-service health insurance participants who are already enrolled in Medicare Part B are eligible to receive the subsidy;

(b) Those after-service health insurance participants who are eligible to participate in Medicare Part B, who are not yet 75 years of age on 1 January 2011, and who are not currently enrolled, must enrol in Medicare Part B during the Medicare enrolment period from 1 January to 31 March 2011 to qualify for the subsidy. Normal age of eligibility for Medicare Part B is 65. However, there are provisions for participants determined disabled by the United States Social Security Administration to join Medicare Part B before reaching the age of 65;

(c) Those after-service health insurance participants who are eligible to participate in Medicare Part B who on 1 January 2011 are 75 years of age or over

* Expiration date of the present circular: 30 June 2012.

** A copy of the present circular will be sent to former staff members who are current participants in a United States-based plan of the after-service health insurance programme.

and who are not currently enrolled in Medicare Part B, must request approval of the Secretary-General prior to enrolling in Medicare Part B in order to qualify for the subsidy towards participation in Medicare Part B. Approval will not normally be given to eligible after-service health insurance participants who on 1 January 2011 are 85 years of age or older. Where approval is granted, enrolment must also be completed during the Medicare Part B enrolment period from 1 January to 31 March 2011 to qualify for the subsidy;

(d) After-service health insurance participants who become eligible for Medicare Part B after 1 January 2011 must enrol in Medicare Part B as soon as they become eligible in order to qualify for the subsidy;

(e) If the Medicare Part B contribution includes a penalty for late enrolment, the subsidy will be limited to the contribution without the penalty. However, after-service health insurance participants who are over 65 years of age on 1 January 2011 and who enrol in Medicare Part B during the Medicare enrolment period from 1 January to 31 March 2011, where applicable with the required approval in accordance with paragraph 2 (c) above, and those after-service health insurance participants who were already enrolled in Medicare Part B on 1 January 2011, will receive full reimbursement for any late enrolment penalty.

Section II
Method of payment of the subsidy and proof of contribution to Medicare

3. The subsidy will normally be paid by reducing the after-service health insurance contribution deduction from the participant's monthly pension benefit. Where the after-service health insurance contribution deduction is less than the contribution for participation in Medicare Part B, the balance will be paid by cheque or by electronic fund transfer quarterly in arrears, unless the amount of the balance is less than $100 a month, in which case the balance will be paid once a year in arrears.

4. After-service health insurance participants participating in Medicare Part B must provide a copy of their Medicare statement to the Insurance and Disbursement Service of the Accounts Division, Office of Programme Planning, Budget and Accounts, as evidence of payment of the Medicare Part B premium on a yearly basis in order to receive the subsidy.

Section III
Effective date of the subsidy

5. The subsidy will be payable from 1 January 2011 for after-service health insurance participants who are already covered by Medicare Part B, or from the date on which the after-service health insurance participant first becomes covered by Medicare Part B thereafter.

Section IV
Adjudication of after-service health insurance claims after 1 January 2011

6. After-service health insurance participants in a United States-based plan who are eligible to participate in Medicare Part B but despite the 100 per cent subsidy towards their contribution decide not to do so will have their after-service health

insurance claims assessed as if they were participants in Medicare Part B unless they were 75 years of age or older on 1 January 2011.

7. Claims for treatment received through care providers that have opted out of Medicare will be reviewed and assessed as if the after-service health insurance plan was the primary plan.

8. After-service health insurance participants in a United States-based plan who are not eligible to participate in Medicare Part B despite being 65 years of age or older must inform the Insurance and Disbursement Service of their ineligibility and why they are ineligible. Their claims will continue to be assessed as before.

Section V
Effective dates of coverage

9. For those after-service health insurance participants who must enrol in Medicare Part B between 1 January and 31 March 2011 in order to qualify for the subsidy and who are over 65 years of age, the effective date of coverage under Medicare Part B will be 1 July 2011. From 1 January to 30 June 2011, their after-service health insurance claims will continue to be assessed as before.

10. The after-service health insurance participants in the Aetna plan who are enrolled in Medicare Part A, and who are eligible to participate in Medicare Part B and enrol between 1 January and 31 March 2011, will continue to have their after-service health insurance deductibles and co-payments waived during the transition period from 1 January to 30 June 2011.

11. From 1 July 2011, all deductibles and co-payment waivers will be eliminated and fully replaced by the reimbursement of the Medicare Part B premium to those participants enrolled in Medicare Part B.

United Nations ST/IC/2011/4

Secretariat

24 January 2011

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category**

1. The General Assembly, in its resolution 65/248, approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2011. The scale reflects the consolidation, on a no-loss/no-gain basis, of 1.37 multiplier points into the net base salaries in effect under the salary scale of 1 January 2010.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. Changes in post adjustment multipliers due after 1 January 2011 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. In its sixteenth annual report to the General Assembly, for 1990, ICSC recommended, and the Secretary-General subsequently approved, that future adjustments of the base salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories (A/45/30, para. 270 (e)). Accordingly, the net base salary scale for staff in the Field Service category has also been revised, effective 1 January 2011, to reflect the consolidation of 1.37 multiplier points into net base salaries, as indicated in paragraph 1 above.

4. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2011, showing gross salaries and their net equivalents after application of staff assessment, are reproduced in annexes I and II to the present circular. The implementation of these scales will be reflected in the end-of-January 2011 payroll.

* The present circular, which cancels and supersedes ST/IC/2010/4, of 11 January 2010, will be in effect until further notice.

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Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 2011

		Steps														
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
USG	Gross	204 391														
	Net D	145 854														
	Net S	131 261														
ASG	Gross	185 809														
	Net D	133 776														
	Net S	121 140														
			*	*	*	*	*									
D-2	Gross	152 231	155 592	158 954	162 315	165 675	169 035									
	Net D	111 950	114 135	116 320	118 505	120 689	122 873									
	Net S	102 847	104 691	106 528	108 359	110 186	112 002									
						*	*	*	*	*						
D-1	Gross	139 074	141 896	144 710	147 532	150 371	153 320	156 272	159 222	162 171						
	Net D	103 070	104 989	106 903	108 822	110 741	112 658	114 577	116 494	118 411						
	Net S	95 270	96 936	98 600	100 258	101 915	103 567	105 212	106 857	108 497						
												*	*	*		
P-5	Gross	115 134	117 532	119 934	122 331	124 732	127 129	129 531	131 929	134 329	136 729	139 129	141 528	143 929		
	Net D	86 791	88 422	90 055	91 685	93 318	94 948	96 581	98 212	99 844	101 476	103 108	104 739	106 372		
	Net S	80 629	82 079	83 524	84 969	86 412	87 849	89 286	90 720	92 152	93 581	95 008	96 431	97 853		
														*	*	*
P-4	Gross	94 268	96 456	98 642	100 876	103 194	105 507	107 825	110 140	112 456	114 768	117 087	119 399	121 715	124 032	126 349
	Net D	72 373	73 948	75 522	77 096	78 672	80 245	81 821	83 395	84 970	86 542	88 119	89 691	91 266	92 842	94 417
	Net S	67 395	68 829	70 263	71 691	73 120	74 548	75 975	77 399	78 822	80 244	81 664	83 083	84 502	85 918	87 334

Level		Steps														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
															*	*
P-3	Gross	77 101	79 125	81 150	83 172	85 199	87 222	89 244	91 272	93 296	95 319	97 346	99 367	101 476	103 618	105 759
	Net D	60 013	61 470	62 928	64 384	65 843	67 300	68 756	70 216	71 673	73 130	74 589	76 044	77 504	78 960	80 416
	Net S	56 018	57 358	58 701	60 040	61 382	62 721	64 060	65 403	66 741	68 082	69 418	70 755	72 089	73 426	74 762
													*			
P-2	Gross	62 856	64 668	66 476	68 289	70 100	71 908	73 721	75 528	77 340	79 153	80 961	82 774			
	Net D	49 756	51 061	52 363	53 668	54 972	56 274	57 579	58 880	60 185	61 490	62 792	64 097			
	Net S	46 669	47 853	49 032	50 214	51 394	52 576	53 778	54 975	56 178	57 377	58 574	59 776			
P-1	Gross	48 627	50 199	51 933	53 678	55 414	57 154	58 896	60 638	62 374	64 114					
	Net D	39 388	40 643	41 892	43 148	44 398	45 651	46 905	48 159	49 409	50 662					
	Net S	37 154	38 309	39 465	40 618	41 773	42 926	44 081	45 222	46 356	47 491					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

Annex II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 2011

Level		*Steps*														
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
FS-7	Gross	93 683	95 990	98 297	100 631	103 068	105 507	107 950	110 382	112 825	115 263	117 703 *	120 146 *			
	Net D	71 952	73 613	75 274	76 929	78 586	80 245	81 906	83 560	85 221	86 879	88 538	90 199			
	Net S	67 011	68 537	70 056	71 578	73 094	74 548	76 138	77 656	79 177	80 696	82 170 *	83 630 *			
FS-6	Gross	77 624	79 742	81 864	83 978	86 093	88 211	90 332	92 457	94 571	96 688	98 807	100 978			
	Net D	60 389	61 914	63 442	64 964	66 487	68 012	69 539	71 069	72 591	74 115	75 641	77 165			
	Net S	56 366	57 767	59 175	60 575	61 975	63 379	64 780	66 187	67 585	68 985	70 383	71 778			
FS-5	Gross	66 514	68 318	70 125	71 931	73 739	75 547	77 357	79 163	80 975	82 781	84 588	86 396	88 201		
	Net D	52 390	53 689	54 990	56 290	57 592	58 894	60 197	61 497	62 802	64 102	65 403	66 705	68 005		
	Net S	49 056	50 233	51 412	52 595	53 792	54 989	56 188	57 383	58 584	59 782	60 979	62 173	63 370	*	*
FS-4	Gross	58 069	59 575	61 075	62 574	64 075	65 571	67 069	68 574	70 072	71 574	73 074	74 526	76 075	77 574	79 074
	Net D	46 310	47 394	48 474	49 553	50 634	51 711	52 790	53 873	54 952	56 033	57 113	58 159	59 274	60 353	61 433
	Net S	43 534	44 530	45 508	46 486	47 464	48 442	49 416	50 402	51 378	52 356	53 349	54 313	55 338	56 331 *	57 322 *
FS-3	Gross	50 692	51 974	53 244	54 519	55 792	57 072	58 349	59 622	60 900	62 168	63 446	64 724	66 001	67 276	68 550
	Net D	40 998	41 921	42 836	43 754	44 670	45 592	46 511	47 428	48 348	49 261	50 181	51 101	52 021	52 939	53 856
	Net S	38 639	39 487	40 332	41 179	42 023	42 871	43 717	44 559	45 391	46 219	47 058 *	47 889 *	48 723	49 553	50 385
FS-2	Gross	44 969	45 970	46 977	47 974	48 978	49 978	51 053	52 229	53 358	54 485	55 611	56 736			
	Net D	36 425	37 236	38 051	38 859	39 672	40 482	41 258	42 105	42 918	43 729	44 540	45 350			
	Net S	34 429	35 177	35 922	36 669	37 415	38 165	38 877	39 660	40 407	41 157	41 902	42 650			

Level		Steps													
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
FS-1	Gross	40 031	40 912	41 793	42 673	43 552	44 438	45 317	46 196	47 079	47 958					
	Net D	32 425	33 139	33 852	34 565	35 277	35 995	36 707	37 419	38 134	38 846					
	Net S	30 759	31 414	32 067	32 720	33 374	34 033	34 691	35 343	36 000	36 656					

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.
* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.